North Central Regional Transit District (NCRTD)

Resolution 2011-09

ADOPTION OF AN AMENDED PAY PLAN FOR FY 2012
(FIRST ADOPTED AS RESOLUTION 2011-06
ON AUGUST 5TH, 2011)

WHEREAS, the NCRTD was created through legislative enactment (NMSA 1978, Sections 73-25-1 through 73-25-19); and

WHEREAS, the NCRTD is a subdivision of the State of New Mexico with all the authority and duties of the same; and

WHEREAS, the Board has the authority to make and pass resolutions necessary for the execution of the powers vested in the District; and

WHEREAS, the NCRTD Board adopted by voice vote the 2007 pay plan at its October 2007 Board meeting; and

WHEREAS, the NCRTD Personnel Policies Section 3.8 requires that the pay plan be adopted by resolution; and

WHEREAS, the NCRTD Board at its August 5, 2011 meeting approved Resolution 2011-06, adopting a pay plan for FY 2012; and

WHEREAS, the NCRTD Board has approved a "productivity increase" for FY 2012 which necessitates the modification of the pay plan to realign steps into 1.5% increments.

NOW THEREFORE BE IT RESOLVED THAT THE FY 2012 PAY PLAN IS APPROVED AND ADOPTED AS AMENDED AND ATTACHED HERETO AS EXHIBIT "A" FOR FISCAL YEAR 2012 ON THIS 4TH DAY OF NOVEMBER 2011.

Rosemary Romero, Chair

Approved as to form:

Peter Dwyer, Counsel

NORTH CENTRAL REGIONAL TRANSIT DISTRICT
REVISED PAY PLAN FOR FISCAL YEAR 2012

Exhibit "A"
Board Approved on November 4, 2011

Grade	Job Title		Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	FLSA Status
		Annual	$23,441.60	$23,795.20	$24,148.80	$24,502.40	$24,876.80	$25,251.20	$25,625.60	$26,000.00	$26,395.20	$26,790.40	$27,185.60	$27,601.60	
7		Bi-Weekly	$901.60	$915.20	$928.80	$942.40	$956.80	$971.20	$985.60	$1,000.00	$1,015.20	$1,030.40	$1,045.60	$1,061.60	
		Hourly	$11.27	$11.44	$11.61	$11.78	$11.96	$12.14	$12.32	$12.50	$12.69	$12.88	$13.07	$13.27	
		Annual	$25,251.20	$25,625.60	$26,000.00	$26,395.20	$26,790.40	$27,185.60	$27,601.60	$28,017.60	$28,433.60	$28,870.40	$29,307.20	$29,744.00	
8	Driver	Bi-Weekly	$971.20	$985.60	$1,000.00	$1,015.20	$1,030.40	$1,045.60	$1,061.60	$1,077.60	$1,093.60	$1,110.40	$1,127.20	$1,144.00	Non-Exempt
		Hourly	$12.14	$12.32	$12.50	$12.69	$12.88	$13.07	$13.27	$13.47	$13.67	$13.88	$14.09	$14.30	
		Annual	$27,206.40	$27,622.40	$28,038.40	$28,454.40	$28,891.20	$29,328.00	$29,764.80	$30,201.60	$30,659.20	$31,116.80	$31,574.40	$32,052.80	
9	Dispatcher	Bi-Weekly	$1,046.40	$1,062.40	$1,078.40	$1,094.40	$1,111.20	$1,128.00	$1,144.80	$1,161.60	$1,179.20	$1,196.80	$1,214.40	$1,232.80	Non-Exempt
		Hourly	$13.08	$13.28	$13.48	$13.68	$13.89	$14.10	$14.31	$14.52	$14.74	$14.96	$15.18	$15.41	
		Annual	$29,286.40	$29,723.20	$30,160.00	$30,617.60	$31,075.20	$31,532.80	$32,011.20	$32,489.60	$32,968.00	$33,467.20	$33,966.40	$34,465.60	
10		Bi-Weekly	$1,126.40	$1,143.20	$1,160.00	$1,177.60	$1,195.20	$1,212.80	$1,231.20	$1,249.60	$1,268.00	$1,287.20	$1,306.40	$1,325.60	
		Hourly	$14.08	$14.29	$14.50	$14.72	$14.94	$15.16	$15.39	$15.62	$15.85	$16.09	$16.33	$16.57	
		Annual	$31,553.60	$32,032.00	$32,510.40	$32,988.80	$33,488.00	$33,987.20	$34,507.20	$35,027.20	$35,547.20	$36,088.00	$36,628.80	$37,169.60	
11		Bi-Weekly	$1,213.60	$1,232.00	$1,250.40	$1,268.80	$1,288.00	$1,307.20	$1,327.20	$1,347.20	$1,367.20	$1,388.00	$1,408.80	$1,429.60	
		Hourly	$15.17	$15.40	$15.63	$15.86	$16.10	$16.34	$16.59	$16.84	$17.09	$17.35	$17.61	$17.87	
	Route Supervisor	Annual	$33,987.20	$34,507.20	$35,027.20	$35,547.20	$36,088.00	$36,628.80	$37,169.60	$37,731.20	$38,292.80	$38,875.20	$39,457.60	$40,040.00	Non-Exempt
12	Financial Specialist	Bi-Weekly	$1,307.20	$1,327.20	$1,347.20	$1,367.20	$1,388.00	$1,408.80	$1,429.60	$1,451.20	$1,472.80	$1,495.20	$1,517.60	$1,540.00	Non-Exempt
	Operations Analyst	Hourly	$16.34	$16.59	$16.84	$17.09	$17.35	$17.61	$17.87	$18.14	$18.41	$18.69	$18.97	$19.25	Non-Exempt
		Annual	$33,987.20	$34,507.20	$35,027.20	$35,547.20	$36,088.00	$36,628.80	$37,169.60	$37,731.20	$38,292.80	$38,875.20	$39,457.60	$40,040.00	
12	Fleet Manager	Bi-Weekly	$1,307.20	$1,327.20	$1,347.20	$1,367.20	$1,388.00	$1,408.80	$1,429.60	$1,451.20	$1,472.80	$1,495.20	$1,517.60	$1,540.00	Exempt
		Hourly	$16.34	$16.59	$16.84	$17.09	$17.35	$17.61	$17.87	$18.14	$18.41	$18.69	$18.97	$19.25	
		Annual	$36,608.00	$37,148.80	$37,710.40	$38,272.00	$38,854.40	$39,436.80	$40,019.20	$40,622.40	$41,225.60	$41,849.60	$42,473.60	$43,118.40	
13	Executive Asst/HR Spec	Bi-Weekly	$1,408.00	$1,428.80	$1,450.40	$1,472.00	$1,494.40	$1,516.80	$1,539.20	$1,562.40	$1,585.60	$1,609.60	$1,633.60	$1,658.40	Non-Exempt
		Hourly	$17.60	$17.86	$18.13	$18.40	$18.68	$18.96	$19.24	$19.53	$19.82	$20.12	$20.42	$20.73	
		Annual	$39,436.80	$40,019.20	$40,622.40	$41,225.60	$41,849.60	$42,473.60	$43,118.40	$43,763.20	$44,428.80	$45,094.40	$45,780.80	$46,467.20	
14	Public Information Officer	Bi-Weekly	$1,516.80	$1,539.20	$1,562.40	$1,585.60	$1,609.60	$1,633.60	$1,658.40	$1,683.20	$1,708.80	$1,734.40	$1,760.80	$1,787.20	Exempt
		Hourly	$18.96	$19.24	$19.53	$19.82	$20.12	$20.42	$20.73	$21.04	$21.36	$21.68	$22.01	$22.34	
		Annual	$42,473.60	$43,118.40	$43,763.20	$44,428.80	$45,094.40	$45,780.80	$46,467.20	$47,174.40	$47,881.60	$48,609.60	$49,337.60	$50,086.40	
15		Bi-Weekly	$1,633.60	$1,658.40	$1,683.20	$1,708.80	$1,734.40	$1,760.80	$1,787.20	$1,814.40	$1,841.60	$1,869.60	$1,897.60	$1,926.40	
		Hourly	$20.42	$20.73	$21.04	$21.36	$21.68	$22.01	$22.34	$22.68	$23.02	$23.37	$23.72	$24.08	
		Annual	$45,760.00	$46,446.40	$47,132.80	$47,840.00	$48,568.00	$49,296.00	$50,044.80	$50,793.60	$51,563.20	$52,332.80	$53,123.20	$53,913.60	
16	Financial Analyst	Bi-Weekly	$1,760.00	$1,786.40	$1,812.80	$1,840.00	$1,868.00	$1,896.00	$1,924.80	$1,953.60	$1,983.20	$2,012.80	$2,043.20	$2,073.60	Non-Exempt
		Hourly	$22.00	$22.33	$22.66	$23.00	$23.35	$23.70	$24.06	$24.42	$24.79	$25.16	$25.54	$25.92	
		Annual	$50,148.80	$50,897.60	$51,667.20	$52,436.80	$53,227.20	$54,017.60	$54,828.80	$55,660.80	$56,492.80	$57,345.60	$58,198.40	$59,072.00	
17		Bi-Weekly	$1,928.80	$1,957.60	$1,987.20	$2,016.80	$2,047.20	$2,077.60	$2,108.80	$2,140.80	$2,172.80	$2,205.60	$2,238.40	$2,272.00	
		Hourly	$24.11	$24.47	$24.84	$25.21	$25.59	$25.97	$26.36	$26.76	$27.16	$27.57	$27.98	$28.40	
	Service Development Mgr	Annual	$54,953.60	$55,785.60	$56,617.60	$57,470.40	$58,323.20	$59,196.80	$60,091.20	$60,985.60	$61,900.80	$62,836.80	$63,772.80	$64,729.60	Exempt
18	Financial Manager	Bi-Weekly	$2,113.60	$2,145.60	$2,177.60	$2,210.40	$2,243.20	$2,276.80	$2,311.20	$2,345.60	$2,380.80	$2,416.80	$2,452.80	$2,489.60	Exempt
	Regional Operations Mgr	Hourly	$26.42	$26.82	$27.22	$27.63	$28.04	$28.46	$28.89	$29.32	$29.76	$30.21	$30.66	$31.12	Exempt
		Annual	$60,236.80	$61,131.20	$62,046.40	$62,982.40	$63,918.40	$64,875.20	$65,852.80	$66,830.40	$67,828.80	$68,848.00	$69,888.00	$70,928.00	
19		Bi-Weekly	$2,316.80	$2,351.20	$2,386.40	$2,422.40	$2,458.40	$2,495.20	$2,532.80	$2,570.40	$2,608.80	$2,648.00	$2,688.00	$2,728.00	
		Hourly	$28.96	$29.39	$29.83	$30.28	$30.73	$31.19	$31.66	$32.13	$32.61	$33.10	$33.60	$34.10	
		Annual	$66,019.20	$67,017.60	$68,016.00	$69,035.20	$70,075.20	$71,136.00	$72,196.80	$73,278.40	$74,380.80	$75,504.00	$76,627.20	$77,771.20	
20	Transit Projects Manager	Bi-Weekly	$2,539.20	$2,577.60	$2,616.00	$2,655.20	$2,695.20	$2,736.00	$2,776.80	$2,818.40	$2,860.80	$2,904.00	$2,947.20	$2,991.20	Exempt
		Hourly	$31.74	$32.22	$32.70	$33.19	$33.69	$34.20	$34.71	$35.23	$35.76	$36.30	$36.84	$37.39	
		Annual	$72,342.40	$73,424.00	$74,526.40	$75,649.60	$76,793.60	$77,937.60	$79,102.40	$80,288.00	$81,494.40	$82,721.60	$83,969.60	$85,238.40	
21		Bi-Weekly	$2,782.40	$2,824.00	$2,866.40	$2,909.60	$2,953.60	$2,997.60	$3,042.40	$3,088.00	$3,134.40	$3,181.60	$3,229.60	$3,278.40	
		Hourly	$34.78	$35.30	$35.83	$36.37	$36.92	$37.47	$38.03	$38.60	$39.18	$39.77	$40.37	$40.98	

NORTH CENTRAL REGIONAL TRANSIT DISTRICT
PAY PLAN FOR FISCAL YEAR 2012

Exhibit "A" page 2

Grade	Job Title		Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Maximum	FLSA Status
		Annual	$28,017.60	$28,433.60	$28,870.40	$29,307.20	$29,744.00	$30,180.80	$30,638.40	$31,096.00	$31,553.60	$32,032.00	$32,510.40	$32,988.80	
7		Bi-Weekly	$1,077.60	$1,093.60	$1,110.40	$1,127.20	$1,144.00	$1,160.80	$1,178.40	$1,196.00	$1,213.60	$1,232.00	$1,250.40	$1,268.80	
		Hourly	$13.47	$13.67	$13.88	$14.09	$14.30	$14.51	$14.73	$14.95	$15.17	$15.40	$15.63	$15.86	
		Annual	$30,180.80	$30,638.40	$31,096.00	$31,553.60	$32,032.00	$32,510.40	$32,988.80	$33,488.00	$33,987.20	$34,507.20	$35,027.20	$35,547.20	
8	Driver	Bi-Weekly	$1,160.80	$1,178.40	$1,196.00	$1,213.60	$1,232.00	$1,250.40	$1,268.80	$1,288.00	$1,307.20	$1,327.20	$1,347.20	$1,367.20	Non-Exempt
		Hourly	$14.51	$14.73	$14.95	$15.17	$15.40	$15.63	$15.86	$16.10	$16.34	$16.59	$16.84	$17.09	
		Annual	$32,531.20	$33,009.60	$33,508.80	$34,008.00	$34,528.00	$35,048.00	$35,568.00	$36,108.80	$36,649.60	$37,190.40	$37,752.00	$38,313.60	
9	Dispatcher	Bi-Weekly	$1,251.20	$1,269.60	$1,288.80	$1,308.00	$1,328.00	$1,348.00	$1,368.00	$1,388.80	$1,409.60	$1,430.40	$1,452.00	$1,473.60	Non-Exempt
		Hourly	$15.64	$15.87	$16.11	$16.35	$16.60	$16.85	$17.10	$17.36	$17.62	$17.88	$18.15	$18.42	
		Annual	$34,985.60	$35,505.60	$36,046.40	$36,587.20	$37,128.00	$37,689.60	$38,251.20	$38,833.60	$39,416.00	$39,998.40	$40,601.60	$41,204.80	
10		Bi-Weekly	$1,345.60	$1,365.60	$1,386.40	$1,407.20	$1,428.00	$1,449.60	$1,471.20	$1,493.60	$1,516.00	$1,538.40	$1,561.60	$1,584.80	
		Hourly	$16.82	$17.07	$17.33	$17.59	$17.85	$18.12	$18.39	$18.67	$18.95	$19.23	$19.52	$19.81	
		Annual	$37,731.20	$38,292.80	$38,875.20	$39,457.60	$40,040.00	$40,643.20	$41,246.40	$41,870.40	$42,494.40	$43,139.20	$43,784.00	$44,449.60	
11		Bi-Weekly	$1,451.20	$1,472.80	$1,495.20	$1,517.60	$1,540.00	$1,563.20	$1,586.40	$1,610.40	$1,634.40	$1,659.20	$1,684.00	$1,709.60	
		Hourly	$18.14	$18.41	$18.69	$18.97	$19.25	$19.54	$19.83	$20.13	$20.43	$20.74	$21.05	$21.37	
	Route Supervisor	Annual	$40,643.20	$41,246.40	$41,870.40	$42,494.40	$43,139.20	$43,784.00	$44,449.60	$45,115.20	$45,801.60	$46,488.00	$47,195.20	$47,902.40	Non-Exempt
12	Financial Specialist	Bi-Weekly	$1,563.20	$1,586.40	$1,610.40	$1,634.40	$1,659.20	$1,684.00	$1,709.60	$1,735.20	$1,761.60	$1,788.00	$1,815.20	$1,842.40	Non-Exempt
	Operations Analyst	Hourly	$19.54	$19.83	$20.13	$20.43	$20.74	$21.05	$21.37	$21.69	$22.02	$22.35	$22.69	$23.03	Non-Exempt
		Annual	$40,643.20	$41,246.40	$41,870.40	$42,494.40	$43,139.20	$43,784.00	$44,449.60	$45,115.20	$45,801.60	$46,488.00	$47,195.20	$47,902.40	
12	Fleet Manager	Bi-Weekly	$1,563.20	$1,586.40	$1,610.40	$1,634.40	$1,659.20	$1,684.00	$1,709.60	$1,735.20	$1,761.60	$1,788.00	$1,815.20	$1,842.40	Exempt
		Hourly	$19.54	$19.83	$20.13	$20.43	$20.74	$21.05	$21.37	$21.69	$22.02	$22.35	$22.69	$23.03	
		Annual	$43,763.20	$44,428.80	$45,094.40	$45,780.80	$46,467.20	$47,174.40	$47,881.60	$48,609.60	$49,337.60	$50,086.40	$50,835.20	$51,604.80	
13	Executive Asst/HR Spec	Bi-Weekly	$1,683.20	$1,708.80	$1,734.40	$1,760.80	$1,787.20	$1,814.40	$1,841.60	$1,869.60	$1,897.60	$1,926.40	$1,955.20	$1,984.80	Non-Exempt
		Hourly	$21.04	$21.36	$21.68	$22.01	$22.34	$22.68	$23.02	$23.37	$23.72	$24.08	$24.44	$24.81	
		Annual	$47,174.40	$47,881.60	$48,609.60	$49,337.60	$50,086.40	$50,835.20	$51,604.80	$52,374.40	$53,164.80	$53,955.20	$54,766.40	$55,577.60	
14	Public Information Officer	Bi-Weekly	$1,814.40	$1,841.60	$1,869.60	$1,897.60	$1,926.40	$1,955.20	$1,984.80	$2,014.40	$2,044.80	$2,075.20	$2,106.40	$2,137.60	Exempt
		Hourly	$22.68	$23.02	$23.37	$23.72	$24.08	$24.44	$24.81	$25.18	$25.56	$25.94	$26.33	$26.72	
		Annual	$50,835.20	$51,604.80	$52,374.40	$53,164.80	$53,955.20	$54,766.40	$55,577.60	$56,409.60	$57,262.40	$58,115.20	$58,988.80	$59,883.20	
15		Bi-Weekly	$1,955.20	$1,984.80	$2,014.40	$2,044.80	$2,075.20	$2,106.40	$2,137.60	$2,169.60	$2,202.40	$2,235.20	$2,268.80	$2,303.20	
		Hourly	$24.44	$24.81	$25.18	$25.56	$25.94	$26.33	$26.72	$27.12	$27.53	$27.94	$28.36	$28.79	
		Annual	$54,724.80	$55,536.00	$56,368.00	$57,220.80	$58,073.60	$58,947.20	$59,841.60	$60,736.00	$61,651.20	$62,566.40	$63,502.40	$64,459.20	
16	Financial Analyst	Bi-Weekly	$2,104.80	$2,136.00	$2,168.00	$2,200.80	$2,233.60	$2,267.20	$2,301.60	$2,336.00	$2,371.20	$2,406.40	$2,442.40	$2,479.20	Non-Exempt
		Hourly	$26.31	$26.70	$27.10	$27.51	$27.92	$28.34	$28.77	$29.20	$29.64	$30.08	$30.53	$30.99	
		Annual	$59,966.40	$60,860.80	$61,776.00	$62,712.00	$63,648.00	$64,604.80	$65,582.40	$66,560.00	$67,558.40	$68,577.60	$69,596.80	$70,636.80	
17		Bi-Weekly	$2,306.40	$2,340.80	$2,376.00	$2,412.00	$2,448.00	$2,484.80	$2,522.40	$2,560.00	$2,598.40	$2,637.60	$2,676.80	$2,716.80	
		Hourly	$28.83	$29.26	$29.70	$30.15	$30.60	$31.06	$31.53	$32.00	$32.48	$32.97	$33.46	$33.96	
	Service Development Mgr	Annual	$65,707.20	$66,684.80	$67,683.20	$68,702.40	$69,742.40	$70,782.40	$71,843.20	$72,924.80	$74,027.20	$75,129.60	$76,252.80	$77,396.80	Exempt
18	Financial Manager	Bi-Weekly	$2,527.20	$2,564.80	$2,603.20	$2,642.40	$2,682.40	$2,722.40	$2,763.20	$2,804.80	$2,847.20	$2,889.60	$2,932.80	$2,976.80	Exempt
	Regional Operations Mgr	Hourly	$31.59	$32.06	$32.54	$33.03	$33.53	$34.03	$34.54	$35.06	$35.59	$36.12	$36.66	$37.21	Exempt
		Annual	$71,988.80	$73,070.40	$74,172.80	$75,275.20	$76,398.40	$77,542.40	$78,707.20	$79,892.80	$81,099.20	$82,305.60	$83,532.80	$84,780.80	
19		Bi-Weekly	$2,768.80	$2,810.40	$2,852.80	$2,895.20	$2,938.40	$2,982.40	$3,027.20	$3,072.80	$3,119.20	$3,165.60	$3,212.80	$3,260.80	
		Hourly	$34.61	$35.13	$35.66	$36.19	$36.73	$37.28	$37.84	$38.41	$38.99	$39.57	$40.16	$40.76	
		Annual	$78,936.00	$80,121.60	$81,328.00	$82,555.20	$83,803.20	$85,051.20	$86,320.00	$87,609.60	$88,920.00	$90,251.20	$91,603.20	$92,976.00	
20	Transit Projects Manager	Bi-Weekly	$3,036.00	$3,081.60	$3,128.00	$3,175.20	$3,223.20	$3,271.20	$3,320.00	$3,369.60	$3,420.00	$3,471.20	$3,523.20	$3,576.00	Exempt
		Hourly	$37.95	$38.52	$39.10	$39.69	$40.29	$40.89	$41.50	$42.12	$42.75	$43.39	$44.04	$44.70	
		Annual	$86,507.20	$87,796.80	$89,107.20	$90,438.40	$91,790.40	$93,163.20	$94,556.80	$95,971.20	$97,406.40	$98,862.40	$100,339.20	$101,836.80	
21		Bi-Weekly	$3,327.20	$3,376.80	$3,427.20	$3,478.40	$3,530.40	$3,583.20	$3,636.80	$3,691.20	$3,746.40	$3,802.40	$3,859.20	$3,916.80	
		Hourly	$41.59	$42.21	$42.84	$43.48	$44.13	$44.79	$45.46	$46.14	$46.83	$47.53	$48.24	$48.96	